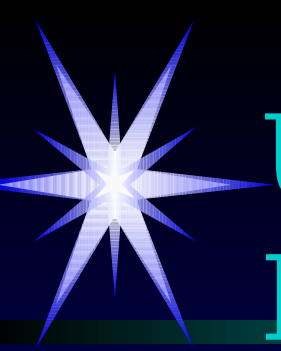


Unprofessional Relationships

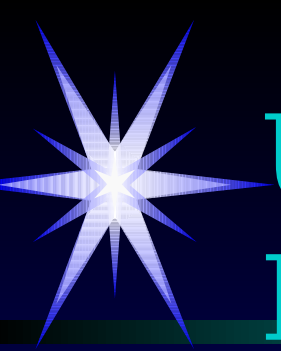
**Office of the Staff Judge Advocate
497 Combat Training Squadron**



Unprofessional Relationships

Professional Relationships:

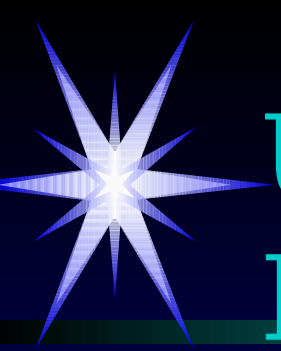
- Contribute to effective operation of Air Force
- Military mission requires absolute confidence in
command
- Consistent with Air Force core values



Unprofessional Relationships

Unprofessional Relationships:

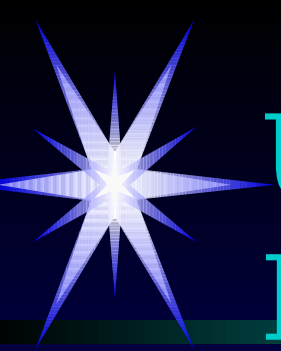
- Detract from authority of superiors
- Result in or reasonably create appearance of
 - Favoritism
 - Misuse of office or position
 - Abandonment of organizational goals for personal interests



Unprofessional Relationships

Unprofessional Relationships Can Exist Between:

- Officer and officer
- Officer and enlisted
- Enlisted and enlisted
- Military personnel and civilian employees or contractor personnel



Unprofessional Relationships

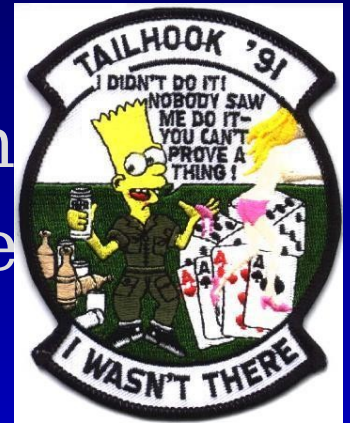
General Guidelines:

- Certain kinds of personal relationships present high risk
- Members must be sensitive to formation of professional relationships that may become unprofessional when facts or circumstances change
- Avoid relationships that negatively affect morale, discipline, respect for authority and unit cohesion

Unprofessional Relationships

Relationships Within an Organization:

- Familiar relationships between members may become unprofessional
 - Member and supervisor or commander
 - Members of different grades when grade difference is great
- Applies to relationships with members of other armed services

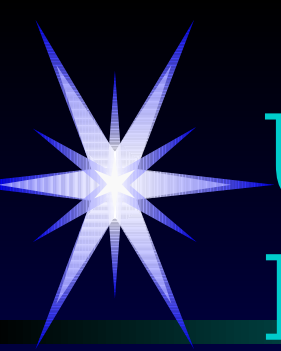




Unprofessional Relationships

Relationships with Civilian Employees and Government Contractor Personnel:

- Civilian employees and government contractor personnel are integral to Air Force
- Military members must maintain professional relationships with civilian employees and government contractor personnel

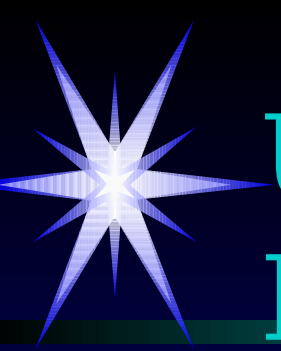


Unprofessional Relationships

Dating and Close Friendships:

- Become matters of official concern when they adversely affect morale, discipline, unit cohesion, respect for authority, or mission accomplishment
- May apply even when members are not in same unit or chain of command





Unprofessional Relationships

Shared Activities:

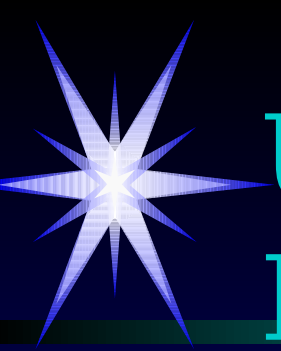
- Sharing living accommodations, vacations, transportation, and off-duty interests on a frequent or recurring basis can be, or perceived to be, unprofessional
- Key: Frequency of activity or absence of official purpose

Unprofessional Relationships

Recruiting, Training, Schools and Professional Military Education

-- Personal relationships with recruiters and potential recruits, faculty and staff members in training schools is generally d.





Unprofessional Relationships

At a minimum, recruiters will not do the following with an applicant:

- Date or carry on a social relationship
- Seek or engage in sexual activity with, make sexual advances to, or accept sexual overtures
- Use grade, position, threats, pressure or promises for any personal benefit
- Gamble with, lend money to, borrow money from or become indebted to
- Use personal resources to provide lodging, transportation or other benefit
- Same limitations apply to immediate family members of applicant



Unprofessional Relationships

At a minimum, faculty and staff will not do the following with an applicant:

- Date or carry on a social relationship
- Seek or engage in sexual activity with, make sexual advances to, or accept sexual overtures
- Use grade, position, threats, pressure or promises for any personal benefit
- Gamble with, lend money to, borrow money from or become indebted to
- Use personal resources to provide lodging, transportation or other benefit
- Share living quarters
- Same limitations apply to immediate family members of applicant
- Trainees have an independent obligation

Unprofessional Relationships

Treatment, Care and Counseling:

- Persons receiving medical, psychological, pastoral, legal or other professional care or counseling may be vulnerable to service provider

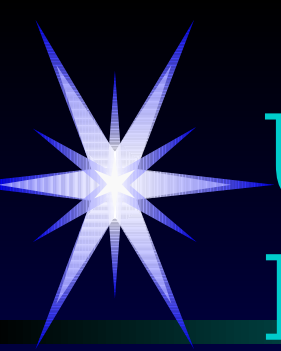


Unprofessional Relationships

Personnel Providing Treatment, Care and Counseling will not do the following with persons receiving their services:

- Seek or engage in sexual activity with, make sexual advances to, or accept sexual overtures from
- Use position to gain any personal benefit
- Same limitations apply to immediate family members of person receiving services



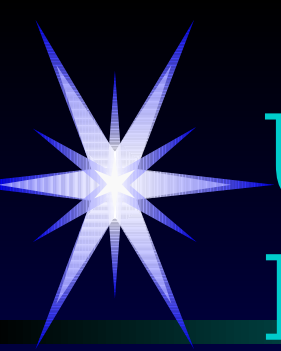


Unprofessional Relationships

Other Relationships:

- Some circumstances may result in an adverse impact on morale, discipline and respect for authority. Examples include:
 - Gambling
 - Partying with subordinates
 - Soliciting, making solicited sales to or entering into business ventures with junior members (except as DoD 5400.7-R paragraph 5-409 permits)





Unprofessional Relationships

Fraternization (Article 134, UCMJ)

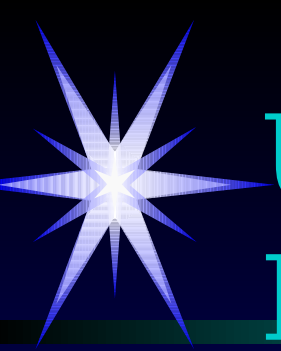
- Fraternization is a personal relationship between an officer and an enlisted member that violates the customary bounds of acceptable behavior in the Air Force and prejudices good order and discipline, discredits the armed services, or operates to the personal disgrace or dishonor of the officer involved.
- Custom against fraternization extends to all officer/enlisted relationships

Unprofessional Relationships

Officers will not do the following with enlisted Members:

- Gamble
- Lend money to, borrow money from, or become indebted to
- Engage in sexual relations or date
- Share living accommodations (except when military operations require)
- Engage on personal basis in business enterprises with, or solicit or make solicited sales to (except as permitted by Joint Ethics Regulation)





Unprofessional Relationships

Officer/Enlisted Marriages:



- Not always result of fraternization
- When fraternization occurs, subsequent marriage does not preclude appropriate command action
- Married members expected to respect all customs and courtesies on duty, in uniform in public and at all social functions



Unprofessional Relationships

Responsibility to Maintain Professional Relationships

- All military members share responsibility
- Senior member bears primary responsibility



Russell (CNN)



Flinn (CNN)

Unprofessional Relationships

Command and Supervisory Responsibility

- Commanders and supervisors have authority and responsibility to maintain good order, discipline and morale
- May be held accountable for failing to act in a professional manner





Unprofessional Relationships

Actions in Response to Unprofessional Relationships:

- Action should normally be least severe necessary to terminate unprofessional aspects of relationship
- Full spectrum of administrative actions should be considered
 - Counseling, reprimand, UIF, removal from position, reassignment, demotion, delay of or removal from promotion list, adverse or referral comments in performance report, and separation.
 - More serious cases may warrant nonjudicial punishment
 - Trial by court-martial in aggravated cases



Unprofessional Relationships

Actions in Response to Unprofessional Relationships:

- When appropriate, an order to cease relationship should be given
 - Violation of order subject to UCMJ action
- Instances of actual favoritism, partiality, or misuse of position may constitute independent violations of the UCMJ or JER

Unprofessional Relationships

Responses to Cases Involving Dating or Sexual Relationship

- Sexual relationship is but one factor to be considered in determining responses
- It is impact or foreseeable consequences of conduct, not characterization of conduct, that determines seriousness
- Unprofessional relationship should not be excused simply because the parties marry or one leaves the service

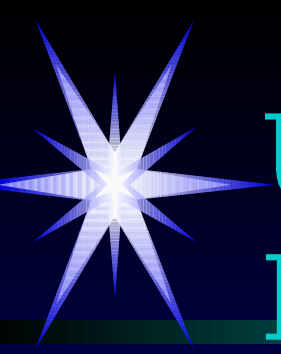




Unprofessional Relationships

Training on Concepts of Unprofessional Relationships and Fraternization:

- Included in basic training, commissioning programs and PME curricula
- Commanders, judge advocates and supervisors will be familiar with AFI 36-2909
- Commanders will make certain all personnel briefed on policy at least annually



Unprofessional Relationships

QUESTIONS